

Policy Number 1.9
Title Compensation and Benefits
Section 1: Executive Limitations
Effective Date October 27, 2004
Reviewed & Approved: October 18 2017 Board Meeting



With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the Chief Executive Officer (CEO) shall not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, s/he shall not:

1. Change his or her own compensation and benefits without board approval .
2. Promise or imply permanent or guaranteed employment other than in accordance with the Board's *Personnel Policy* found in the Cobourg Public Library's *Administrative Policy and Procedures* manual.